

Modern Slavery Statement

This statement sets out the steps that Expereo has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Expereo is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility checks for all employees to safeguard against improper working conditions.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. Expereo has adopted a universal code which explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Expereo operates a comprehensive supplier management policy designed to ensure that we only work with those suppliers who manifest complete compliance with local laws and regulations. We conduct due diligence on all suppliers before allowing them to become a preferred Expereo supplier. This due diligence includes working closely with local internet service providers and other preferred vendors to ensure all suppliers act lawfully. Our anti-slavery policy forms part of our due diligence.

Expereo enforces anti-slavery compliance through contracts with all suppliers which contains assurances necessary to safeguard against modern slavery. And Expereo routinely verifies continued compliance with anti-slavery rules on an ongoing basis through our supplier compliance management program.

We regularly conduct training for our Supplier Management and Sales teams so that they understand Expereo's policies regarding modern slavery.

Should we discover a violation of our anti-slavery policy, Expereo will terminate our relationship with this supplier and ensure that no further business is conducted with this entity until all violations have been remedied and the conduct will not happen again.